



State of Connecticut
Governor Ned Lamont

AFFIRMATIVE ACTION POLICY STATEMENT *(Section 46a-68-33)*

Purpose

The Governor's Office is an affirmative action employer and remains committed to the policies and procedures that promote equal employment opportunity. Affirmative Action and Equal Employment Opportunity programs are immediate and imperative agency objectives. The purposes of the Affirmative Action Program are to:

- ensure equality at the Governor's Office,
- avoid discrimination – either intentional or inadvertent, and
- develop a workforce that represents all segments of the population.

Definitions

- "Affirmative Action" is a program of positive action, undertaken with conviction and effort, to overcome the present effects of past practices, policies or barriers to equal employment opportunity and to achieve the full and fair participation of women, ethnic minorities and any other protected groups found to be underutilized in the work force or affected by policies and practices having an adverse impact.
- "Equal Employment Opportunity" is the employment of individuals without consideration of race, color, religious creed, age, sex, sexual orientation, gender identity or expression, marital status, national origin, ancestry, intellectual disability, genetic information, learning disability, physical disability (including but not limited to blindness) mental disability (past/present history thereof) or criminal record, unless the provisions of Sections 46a-80(b) or 46a-81(b) of the Connecticut General Statutes are controlling or there is a bona fide occupational qualification excluding persons in one of the above protected groups. Equal Employment Opportunity is the purpose and goal of Affirmative Action under Sections 46a-68-31 through 46a-68-74 of the Regulations of Connecticut State Agencies.

The Governor's Affirmative Action Program

The Governor's Office has created an Affirmative Action program to overcome the present effects of any past policies, practices or barriers to equal opportunity. Our Affirmative Action Plan identifies the good faith efforts and achievements we have made in pursuing the goals and purpose of this

Affirmative Action program. We also recognize the hiring difficulties experienced by persons with disabilities and by many persons who are older, and will set program goals to achieve the full and fair utilization of these persons in the work force.

A list of federal and state constitutional provisions, laws, regulations, guidelines, and executive orders that prohibit or outlaw discrimination is included in this Plan. In accordance with these requirements, no person or facility of this Agency shall be used in the furtherance of any discriminatory practice nor shall we become a party to any agreement, arrangement, contract or plan that has the effect of sanctioning discriminatory practices. All education and training programs and all employment practices conducted by, sponsored by, or with the approval of the Agency shall be open to all qualified persons.

Our policy is posted in Room 414 of the Capitol. Each employee has the right to review and comment upon the Affirmative Action Plan. All responses should be addressed to Attorney Walter Menjivar, Affirmative Action Officer. Attorney Menjivar is located at 210 Capitol Avenue, Hartford, CT 06106 in room 212 and can be reached at (860) 524-7316.

Commitment

The Agency will use viable affirmative action measures in all stages of the employment process as outlined in Section 46a-68-43 of the Regulations of Connecticut State Agencies, and will provide services and programs in a fair and impartial manner.

I readily assume the ultimate responsibility for ensuring the success of our Affirmative Action programs and goals throughout this Agency within the timetables stated in our plan. The effectiveness of our programs depends on the complete cooperation of all administrative and supervisory staff. To that end, I expect each of us to share in this responsibility and act accordingly.

I personally pledge my support and commitment to Affirmative Action. I expect each employee to review this policy and be familiar with it. More importantly, I ask each employee to commit himself or herself to its ideals and objectives as I have done.

Ned Lamont
Governor, State of Connecticut

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